

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Institutional and Board Office Personnel Transactions
Date: March 6, 2000

Recommended Action:

Ratify personnel transactions at the Regent institutions as follows:

A. University of Iowa

1. The Registers of Personnel Changes for December 1999 and January 2000.
2. Approve the following revisions to the Professional and Scientific Classification Plan:

Director of University Internal Audit from pay grade 13 (\$44,905 - \$84,110) to pay grade 15 (\$52,570 - \$98,460).

University Risk Manager from pay grade 12 (\$41,520 - \$77,740) to pay grade 13 (\$44,905 - \$84,110) and change the title to Director, Office of Risk Management.

B. Iowa State University

1. Register of Personnel Changes for February 2000.

C. University of Northern Iowa

1. Register of Personnel Changes for January and February 2000.

D. Iowa School for the Deaf

1. Register of Personnel Changes for February 2000.

E. Iowa Braille and Sight Saving School

1. Register of Personnel Changes for the period December 26, 1999, through February 19, 2000.

Background:

The December register from the University of Iowa included the realignment of duties for William Decker, Associate Vice President and Director of Information Technology. Due to expertise enhanced while on a two-year appointment with the National Science Foundation, Mr. Decker's duties will be restructured to include full-time responsibilities in the area of research development. Mr. Decker's budgeted salary will not change.

Also as a part of this internal reorganization, David Dobbins will be reassigned to Chief Information Office and Director of Information Technology Services. Mr. Dobbins' salary will be increased from \$122,433 to \$134,676.

The University of Iowa is recommending increasing the pay grade of the Director of University Internal Audit classification due to significant changes over the last nine years. The audit function is to be consolidated under a single director reporting to the President with the support of the UIHC Director and CEO, University General Counsel, and the Vice President for Finance and University Services. These administrators will comprise a new internal audit management group. The director will supervise all University of Iowa internal audit staff including those involved with health care. This position is currently vacant. The pay grade increase is supported by application of the factor evaluation system in compliance with the state's comparable worth law.

The University of Iowa is also recommending a title change and pay grade increase for the University Risk Manager classification. The title will be changed to Director, Office of Risk Management. There has been a substantial increase in duties and responsibilities since this job was created in 1993. The new responsibilities include working with the Health Protection Office, Human Resources and the office of the Vice President for Research to develop and carry out programs to assess the effectiveness of various campus safety programs as well as reviewing OSHA compliance status and loss prevention opportunities. In addition, this position will represent risk management as a member of a number of university-wide committees. This position is currently vacant.

Marcia R. Brunson

Approved: _____
Frank J. Stork